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## Faculty Senate Executive Committee Minutes, February 16, 2021

Utah State University

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## **FACULTY SENATE EXECUTIVE COMMITTEE MINUTES**

February 16, 2021

3:30 – 5:00 p.m.

Zoom Meeting

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**Present:** Timothy Taylor (President), Patrick Belmont (Past-President), Boyd Edwards (President-Elect), President Noelle Cockett (Ex-Officio), Provost Frank Galey (Ex-Officio), Michele Hillard (Exec. Sec.), Benjamin George, Maureen Hearn, John Ferguson, Yoon Lee, Soren Brothers, Vicki Allan, Denise Stewardson, Robert Wagner, Jan Thornton, Don Busenbark, Spencer Wendel for Nicholas Roberts, Jessica Lucero, Britt Fagerheim

**Absent:** Sami Ahmed, USUSA President  
Nikki Kendrick (PRPC Chair)

**Guests:** Nicholas Morrison for Paul Barr, EPC Chair  
Doug Bullock, Associate Vice President, Human Resources  
James Nye, Executive Director, Parking and Transportation  
Alexi Lamm, Sustainability Coordinator  
John Stevens, Associate Professor, Mathematics and Statistics  
Rebecca Walton, Associate Professor, English  
Zachary Cook, Utilities Senior Energy Manager  
Daniel Ferris, Director of Utilities

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**Call to Order** - Timothy Taylor

[Approval of Minutes](#) – January 19, 2021

Approved as distributed.

**University Business** - Noelle Cockett, President | Frank Galey, Provost

The provost's office has been conducting virtual airport interviews for the Emma Eccles Jones College of Education and Human Services and the College of Science dean searches. There was a very robust pool of candidates. Dean Brad Cole will retire effective June 30. USU will be looking for interim leadership for the library until a search can be conducted. A working group has been established to help rewrite the Faculty Code and Nick Morrison will take the lead.

The university has done very well in handling the COVID pandemic. The positive trends seem to be flattening and it is proof that individuals doing what they are being asked. Vaccination- Bear River Health Department is letting USU know if there are excess doses and they will be sending the link to individuals who qualify for the shot. The age requirement has been dropped to 65+ and they are allowing USU faculty and staff, to sign up as well as spouses of the employees. The vaccinations will be transitioning to IHC on March 1. The state feels that the medical centers are better equipped to distribute the vaccine in a more efficient manner. Bear River Health has done a great job but the group that is lagging in getting vaccinated are the elderly and they are not as comfortable scheduling on the internet. The legislature is in full session and all the appropriation committees have ranked their requests. It is unknown now if all these requests will be funded. The money is solid for onetime distribution and is approximately at \$1B. The state is being cautious with ongoing tax revenue and they are not going to say that they have a lot of ongoing dollars right now. What they have will likely go back into the rainy-day fund. The state approved a 3% compensation increase in the first week and this is already a done deal. President Cockett will be meeting with groups/committees to discuss how the compensation money will be split and distributed. It had been decided that if the state would provide 100% of the compensation and promotion and tenure dollars that the university would not need to raise

tuition, however, the state pulled back on the full 100%. USU will need to initiate a tuition increase to cover the 25% that the state won't be providing. The institution is looking at a maximum tuition increase of 2.9%. President Cockett has been working on student fees and those will remain flat. We will be getting the performance funding and it is anticipated that it will be \$6M. The president will conduct budget hearings as she has in the past. There are about three more weeks of this legislative session. President Cockett will be presenting, on behalf of USU, in the near future. Hopefully we will be celebrating a new building and some other things. Looking for capital facilities requests. The president is encouraging faculty to take this to their deans and others.

## Information

[EPC Monthly Report](#) – February 4, 2021 - Nicholas Morrison

General Education Subcommittee approved two new designations

Discussed the artifacts and assessment data that will be collected as part of the Gen Ed rubrics for the Fall semester. There was also discussions regarding the impact of moving 3000 level courses to the junior year.

Academic Standards Subcommittee – nothing to report.

Curriculum Subcommittee approved 209 course requests. Also approved 14 R401 program changes.

Registrar's Office has identified courses that do not have course descriptions. Most of these courses are graduate programs. Curriculum Committee asked for a boiler plate description for the courses.

These will be reviewed and an electronic vote will be taken. Fran Hopkin and Adam Gleed brought forth recommendations to establish policies to handle Institutional Certificates of Proficiencies. The committee discussed the various issues and made recommendations to be brought to the Provost for approval.

*Motion to move the EPC Monthly Report to the Faculty Senate agenda made by Boyd Edwards.*

*Seconded by John Ferguson. Moved to Faculty Senate agenda.*

[HR Policy 311](#): Setting Expectations and Managing Performance - Doug Bullock

Retitle policy from corrective action to setting expectations and managing performance. Added reference to updated Policy 321: Respectful Workplace. Clarified information supervisory tools to set and manage expectations. Clarified language on performance improvement measures. Also clarified progressive disciplinary action language. Added language around paid administrative leave, what it is, and when it may be used. Clarified language of employee's response to disciplinary action.

*Motion to move HR Policy 311 to the Faculty Senate agenda made by Boyd Edwards. Seconded by John Ferguson. Moved to Faculty Senate agenda.*

[HR Policy 321](#): Respectful Workplace - Doug Bullock

These updates are due to the passage of HB12. Added required abusive conduct language, and language related to annual training requirement. Added investigatory and administrative review language.

*Motion to move HR Policy 321 to the Faculty Senate agenda made by Boyd Edwards. Seconded by John Ferguson. Moved to Faculty Senate agenda.*

## Reports

[Parking Committee](#) Annual Report - James Nye

There will be an increase in all parking rates due to a significant deficit. The increase will be \$10 across the board. It is probable that another one or two increases will be needed to help with other parking issues. Student parking expenses are down due to the COVID pandemic. The Gateway Terrace bond payment will start this year. Parking and transportation hoping for normal parking numbers in the fall. This is the first time that parking has ever had a loss in revenue. This is due to COVID and not having faculty, staff and students on campus. Three primary construction areas on campus will be going on for the next year and they will take up a significant number of parking stalls. Still working towards the Green House gas reduction and sustainability efforts. LED lighting has been installed in the Big Blue and Aggie Terraces and USU now has 14 electric vehicle charging stations. There is an increased number of carpooling spots and these stalls will be promoted more heavily this fall.

*Motion to move the Parking Committee Annual Report to the Faculty Senate agenda made by Benjamin George. Seconded by Don Busenbark. Moved to the Faculty Senate agenda.*

#### [Sustainability Council](#) Annual Report - Alexi Lamm

USU received a grant to put solar panels on the Moab facility as part of that build. In 2020 USU Facilities took over the greenhouse gas inventory, completing the FY19 inventory in August 2020 and the FY20 inventory in January 2021. Renewable energy – USU's most recent renewable energy installation is a 158 KW solar array on the new parking terrace with others slated for Logan and Moab. USU is also exploring a power purchase agreement. Efficient improvements – USU energy teams have replaced 69% of lights on the Logan campus with LEDs. Installations continue in Logan and statewide. Lab ventilation and real-time monitoring projects are underway. Air Travel Carbon Fee – The USU Controller's Office has implemented the \$10 per round trip carbon fee. In the first year, the President's Office will reimburse A#s at the end of the fiscal year.

Sustainability Assessment – The COVID-19 pandemic and funding paused the Planetary Thinking Workshops. COVID provided an opportunity to evaluate the outcomes of sustainability courses for students.

*Motion to move the Sustainability Council Annual Report made by Denise Stewardson. Seconded by John Ferguson. Moved to Faculty Senate agenda.*

#### **Old Business**

Faculty Promotion and Tenure Survey - Boyd Edwards | John Stevens | Rebecca Walton  
John Stevens and Rebecca Walton provided analysis and numbers from the faculty promotion and tenure survey. [See report.](#)

*Motion to move the Faculty Promotion and Tenure Survey on the Faculty Senate agenda is contingent on completion of the information made by Patrick Belmont. Seconded by John Ferguson. Moved to Faculty Senate agenda.*

#### **New Business**

Faculty Concerns Regarding New Faculty Startup Funding Rules - Patrick Belmont

Broad concerns that will be articulated on the report that Patrick Belmont is working on. Important faculty issue coming down to how we are supporting faculty and retention. Received concerns about not feeling support by Office of Research. Timing is problematic due to not making commitments until an offer letter is signed. Would like to have a conversation with Vice President Lisa Berreau. Bring it to Faculty Senate and make sure that they are aware and would like to take further actions.

*Motion to move the Faculty Concerns Regarding New Faculty Startup Funding Rules made by Boyd Edwards. Seconded by John Ferguson. Moved to Faculty Senate agenda.*

**Adjourn: 5:00 pm**